

AN ASSESSMENT OF WORKPLACE

HEALTH AND SAFETY PROGRAMS

EXECUTIVE PLANNING

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ABSTRACT

The Florida fire service, and industry, has responded to the need to institute workplace health and safety programs. Although some employers have not fully complied with the requirements of law, the majority have made efforts to implement some form of health and safety program. The purpose of this research project was to determine what steps the Florida fire service, as the protectors of the community, have made to protect its own workers as well as to determine to what extent legal requirements have been met.

A descriptive research methodology was used to assess the present status of workplace health and safety programs in the State of Florida through the use of literature sources, interview, and written survey. The following questions were asked:

- ◆ How many Florida fire departments have a designated Safety Officer and who functions as such?
- ◆ How many Florida fire departments have a safety committee, how often does it meet, and who comprises the committee membership?

- ◆ How many Florida fire departments comply with Rules 38I-10, 38I-74, and Florida Statute 442?
- ◆ How many Florida fire departments have a written safety plan?
- ◆ Does the safety plan address the minimum seven components of: management commitment to safety; safety committee; safety health and training; safety rules, policy, procedures; accident prevention; first aid procedures; and record keeping?
- ◆ How many Florida fire departments have adopted NFPA 1500 Standard on Fire Department Occupational Safety and Health Programs or use it as a guide?
- ◆ How many Florida fire departments are satisfied with their health and safety program?

The results indicate the fire service in Florida is attempting to comply with requirements to implement workplace health and safety programs. In fact, some fire departments direct the health and safety program for their entire city or county.

It is my recommendation that the fire services in Florida utilize the assistance offered by the State of Florida Division of Safety. Their assistance, in conjunction with employee experience, expertise, and participation will facilitate the

development of a workplace health and safety program that not only complies with the legal requirements, but also meets the needs of the individual workplace. There are no "canned" programs to satisfy the complete needs of any organization, only a framework to meet the absolute minimum requirements.

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INTRODUCTION

The fire service, general industry, and the State of Florida have determined that employee safety is important. Most Florida fire departments surveyed have implemented a formal safety program, with some actually directing the program for their city or county. Unfortunately, over one-fourth of the survey responses expressed dissatisfaction with the existent, or nonexistent, safety program.

The purpose of this research project was to determine if Florida public fire departments have addressed workplace safety programs as well as to search for an existing program to fulfill the needs of the City of Deltona. This includes compliance with associated rules, reliance on NFPA 1500, and program content.

A descriptive research methodology was used to assess the present status of workplace safety programs in the State of Florida through the use of literature sources and fire department surveys. The following questions were asked:

1. How many Florida fire departments have a written safety plan?
2. How many Florida fire departments have a safety committee in place?
3. How many Florida fire departments are in compliance with Florida rules or statutes as they pertain to occupational safety and health?

4. How do Florida fire departments utilize NFPA 1500, if at all, in their safety plans?
5. Is their satisfaction with the safety plan?

BACKGROUND AND SIGNIFICANCE

On December 31, 1995, the Community of Deltona became the City of Deltona. With a population of over 55,000 encompassing approximately forty-five square miles, the City of Deltona is one of the five largest cities in Central Florida. A unique feature of the incorporation of Deltona is that it acquired an existing fire department in the process. The Deltona Fire District, an independent taxing district providing fire and EMS services to the community of Deltona, existed as an organization since 1964 and as a career department for the past sixteen years.

During the summer of 1997 the City Manager assigned the duty of City Safety Officer to the fire department Training Officer. The first order of business was to develop a workplace safety and health program that not only fulfills the requirements of Florida statute and rule, but also meets the needs of a growing young City.

This research project is significant to the City of Deltona because it will provide its employees with a workplace safety and

health program that fulfills the requirements of Florida statute and rule. More importantly, this project will cause the City of Deltona Workplace Safety and Health Program to be dynamic to meet the needs of a growing workforce. In his article, referring to the establishment or change of the management system to motivate safe behavior, Earl D. Gregory (1966) states "Changing the work environment, not forcing employees to fit into a poorly managed system, is the focus here" (p.20). Since a system does not exist to change, it is hoped that the development of a "proper environment" for a City in its infancy will result in the generation of a workforce culture that embraces workplace safety as the daily norm.

This research is relevant to Executive Planning since it encompasses a long-term commitment by the City of Deltona, its employees, and its management. To be successful a workplace safety and health program must involve a needs assessment, employee involvement, expert involvement, goal setting, and implementation of a plan. Programs such as this must be continuously reviewed to ensure it applies to the work environment.

LITERATURE REVIEW

Literature was reviewed to determine how the fire service, or general industry, has attempted to deal with the issue of workplace safety programs. Sources included occupational safety journals, fire service journals, and interviews with a representative of the State of Florida Department of Labor and Employment Security, Division of Safety.

I began my literature review searching for information on programs that could be duplicated to meet the needs of my organization. Although there is a great deal of literature regarding health and safety, I found little information containing "canned" health and safety programs. In turn, I found during my review of current literature that authors agree that workplace safety programs are essential. In their discussion they described several ways to make a workplace health and safety program successful and agreed that employee involvement and management commitment are two essential factors that exist regardless of the written program content.

During an interview with Jessica Bohan, Senior Safety and Health Program Development Analyst, Division of Safety, Public Sector (personal interview, May 27, 1997), I received a copy of a "minimum content" safety program that would meet the legal requirements in the State of Florida. Ms. Bohan also explained

the new role of the Division of Safety regarding their emphasis on helping employers to comply with the rules, as a mentor, rather than pursuing aggressive enforcement of the rules. During our meeting Ms. Bohan also scheduled an "informal" inspection of City facilities to become familiar with the new City and help provide guidance. Our meeting, and subsequent contacts, has caused me to understand that the safety program available through her office is a "minimum" program and must be developed into a site specific program to meet the changing needs of the individual employer.

Of the many standards the National Fire Protection Association provides, NFPA 1500 Standard on Fire Department Occupational Safety and Health Program, 1992 requires in section 2-3.1 that:

The fire department shall adopt an official written departmental occupational safety and health policy that identifies specific goals and objectives for the prevention and elimination of accidents and occupational injuries, illnesses, and fatalities. It shall be the policy of the fire department to seek and to provide an occupational safety and health program for its members that complies with this standard.

If adopted, or used as a guide, this standard establishes a requirement to have an occupational health and safety program in place. This national standard is explicit in its requirement to

have a program in place while giving latitude to the fire department to "seek and to provide..." a program.

In addition to NFPA 1500, Chapter 442.007: Occupational Safety and Health requires Florida employers to provide "employment that is safe for the employees therein..." Chapter 38I-10 Workplace Safety and Health Programs outlines the minimum content of a workplace safety and health program:

1. Safety Policy
2. Safety Rules
3. Safety Inspection Program
4. Safety and Health Training Program
5. First Aid Program
6. Accident Investigation Program
7. Record Keeping

In his article, Developing a Safety And Health Program, Jim Hearn (1995, p. 31) reminds us that to develop a successful workplace health and safety plan "Employee involvement in the health and safety program is another cornerstone for success." This is reinforced by Earl D. Gregory (1996, p. 21) when he states "People are more committed when they have participated in the process - it becomes *their program*, not one forced upon them."

A fair amount of literature discussed the "culture" of the workplace, referring to the attitude of all employees. Thomas R. Krause (1997, p. 80) defines an injury free culture by stating

"Rather, an organization with an injury free culture is one that does not accept injuries. It is a company where no one acts (or writes or thinks) as though injuries are somehow "part of doing business"." In an effort to describe an injury free culture Krause (1997, p. 80) provides five characteristics or qualities of an injury-free culture:

- A shared vision
- Cultural alignment
- Focus on behavior (versus incidents)
- Upstream systems in place
- Feedback is the norm

Although Jim Hearn promotes employee involvement, he also stresses that "The extent to which a program is described in writing is less important than how effective it is in practice" (1995, p. 16). Current literature widely supports this contention. Earl D. Gregory (1996, p. 27) proposes in his article BUILDING AN ENVIRONMENT THAT PROMOTES SAFE BEHAVIOR that:

Wherever possible, a job should be made as safe or "fool-proof" as possible; it should be physically impossible (or at least difficult) for someone to commit an unsafe act. Those riding the "behavior wagon" seem to have forgotten this basic principle.

In order to facilitate the concept of making the workplace safe we must understand the difference between accidents and

incidents. Keith E. Barenklau (1997, p. 21) explains that we must:

Learn from non-injury/damage events. As to accidents, there are a lot more "near misses" than hits. These non-injury/damage events are sometimes called incidents. An incident is an undesired happening that under slightly difference [sic] circumstances could produce a loss. Because there are more incidents than accidents, there is a large base of data that can be reported and studied. Several studies by the Air Force point to the same conclusion - causes of incidents and accidents are usually identical.

Dennis G. Jones (1997) reinforces this statement by citing a recent study involving 297 different companies. Over 1.7 million accidents were analyzed, producing the following results (1997, p. 1):

For every **ONE** serious disabling injury, there were **10 times** as many minor accidents; **30 times** as many property damage accidents; 600 times as many near miss or "practice accidents" or a total of **640 practice accidents** for every **ONE** serious injury.

PROCEDURES

This research project was begun by reviewing fire, EMS, and safety related literature from across the country. The position that a workplace safety and health plan is essential appears to be common to the fire service and general industry as a whole. While national concurrence is important, the purpose of this research project is to assess the status of workplace safety and health programs in the state of Florida. The primary research tool used was a survey of Florida fire departments (see Appendix A). The questions addressed compliance with existing Florida rules, statute, reliance upon NFPA 1500 as a guide, and specifically the level of satisfaction with an existing, or nonexistent, workplace safety and health program.

The survey was conducted using a list of 214 departments in Florida. The list of departments surveyed represents members of the Florida Fire Chiefs Association without regard for career, volunteer, or combination department status. A total of 111 fire departments responded with some attaching additional information representing department policy or procedure.

The state of Florida has 68 counties with approximately 500 paid, combination, or volunteer fire departments and an estimated 26,000 paid and volunteer firefighters. The fire departments

responding to the survey ranged in size from 5 to 950 members, with over 9,466 firefighters being represented (see Appendix C).

RESULTS

This survey indicated that even with established state rules and statute in place only 82 percent of the departments responding have a written safety plan. Of those with a written safety plan, 22 percent are not satisfied with the plan. Several responses included comments such as "Can always use some improvement when we feel it's ok," "some improvement needed," and "there's always room for improvement."

Question three, concerning the existence of a designated Safety Officer who is responsible for health and safety issues, not just incident safety, may have been poorly written. Its intent was to determine how many fire departments had a designated Safety Officer. It seems from the results, and some comments, that the term "agency" was understood to represent the entire city or county. The responses did indicate that 85 percent of the departments do have a designated Safety Officer of which only 10 percent have the title. The survey indicated that 37 percent of the departments use some administrative officer as the Safety

Officer, while 30 percent utilized their Training Officer. Only 9 percent use a shift officer.

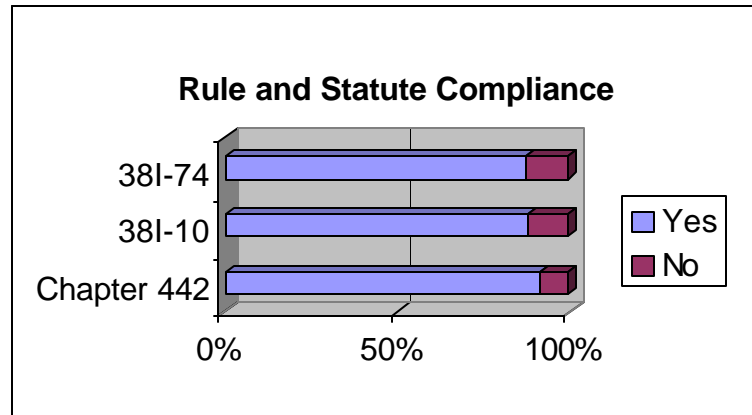
Question four, concerning the existence of a safety committee indicated that 86 percent of the departments do have a safety committee. The responses were surprising as only 79 percent of the responding agencies are required to have a safety committee according to Rule 38I-74.003, which requires an employer of twenty or more employees to establish, maintain, and administer a safety committee in the workplace. Unfortunately, some seem to be inactive based on their meeting frequency. Thirty-eight percent meet monthly, 17 percent meet bimonthly, 36 percent meet quarterly, 7 percent meet semiannually, and 2 percent rarely meet.

Some agencies included comments regarding their process to meet "as needed" in addition to their scheduled meetings. Others commented that they were reorganizing or developing programs

Question five pertained to compliance with:

- ◇ Florida Statute, Chapter 442, Occupational Safety and Health, which requires any employer of twenty or more employees to establish and administer a workplace safety committee.
- ◇ Rule 38I-10 Workplace Safety and Health Programs, which addresses the content of a safety program.
- ◇ Rule 38I-74 Workplace Safety Committee, which addresses the requirements and duties of the safety committee.

Eighty-six percent responded that they are in compliance with Chapter 442, while only 83 and 82 percent are in compliance with Rule 38I-10 and 38I-74 respectively.



Question six was posed to determine who generally participates on safety committees. Again, some responses referred to the city or county as a whole rather than the specific fire department. It did appear that most of the departments had a reasonable mixture of management and labor representatives even though most entries were made under the "Members of Management" column. Some responses included:

- City safety committee comprised of two members from each department and the City Risk Manager.
- On-duty Lt. and two firefighters attend meetings - not official members.
- Fire department is involved in a city wide safety program. The Lieutenant is the FD representative. All city departments are represented by management and employee personnel and meet on a quarterly basis.

A sample of specific responses includes:

Members of Management

- Lt. - Life Safety Manager
- Training Captain
- Battalion Chiefs
- EMS Chief
- Fire Marshal
- Union Representative
- Lt. Inspector
- Lt. Suppression
- Firefighter
- Engineer
- Volunteers
- Deputy Chief - Operations
- Assistant Chief
- Captain
- Fire Chief
- Road and Bridge Supt.
- Administrative Assistant
- Building & Zoning Supt.
- County Attorney
- Commissioner
- City Clerk

Members of Labor

- Supervisors of every department in City workforce
- Firefighter/Inspector
- Lt. Engine Company
- Firefighter
- Union Representative
- Engineer

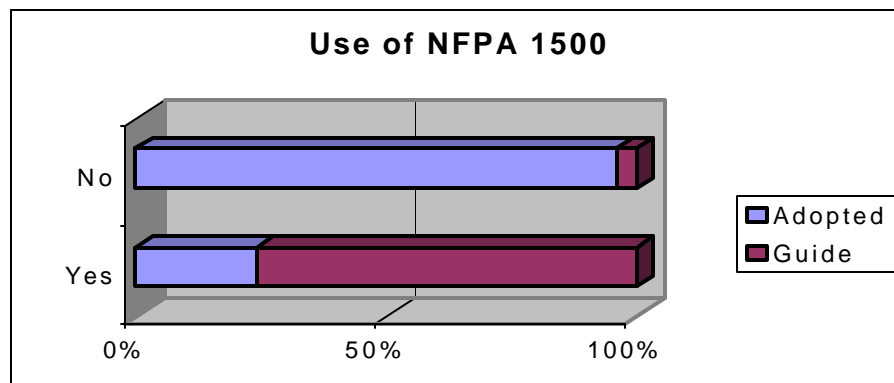
Question seven questioned the existence of a written safety plan. Eighty-two percent of the agencies responded that they do have a written safety plan. Included with the responses were some unsolicited comments, which included:

- Part of SOG's
- Part of SOP's
- Process of rewrite
- Process of writing
- Developed but not adopted

Question eight asked if the safety plan addressed the seven areas required by Rule 38I-10. These results tend to cause doubt in the accurateness of responses to question seven as not all aspects of concern are addressed in all the safety plans as outlined in Rule 38I-10.

Yes	No	Concern
80%	6%	Management Commitment to Safety
77%	7%	Safety Committee
78%	7%	Safety Health and Training
83%	5%	Safety Rules, Policy, Procedures Requirements
77%	8%	Accident Prevention
71%	14%	First Aid Procedures
80%	5%	Record Keeping

Question nine was presented to determine if NFPA 1500, Standard on Fire Department Occupational Safety and Health Program, was adopted, or utilized as a guide at all.



The responses indicate that only 24 percent of the departments have adopted NFPA 1500, Standard on Fire Department Occupational Safety and Health Program while 75 percent use it as a guide. Some responses indicated that the department was striving to comply with and adopt NFPA 1500, Standard on Fire Department Occupational Safety and Health Program.

Question ten was posed to determine if there was satisfaction with the health and safety programs. Only 69 percent of those responding are satisfied, while 27 percent are not.

DISCUSSION

During my research for this project my focus changed. At first, the creation of a workplace safety and health program that meets all the legal requirements and covers all issues of health and safety was my primary concern. Having reviewed literature from emergency service authors as well as from general industry I discovered that the program must be dynamic and applicable to the existing real world workplace. Michael B. Weinstein points out that many traditional safety programs fail to improve because "They are too focused on technical requirements and short-term issues; are isolated in small groups; and are not integrated

organization-wide" (1996, p. 18). The development and implementation of a workplace health and safety program must involve the employees who will live by the rules.

In his discussion on worker psychology and attitudes, F. Richard Kelley cites a recent Time article regarding Japan's accident rate of seven times fewer than that of the United States (1996). The article clearly gives a reason for the success in Japan and is summarized by stating "In other words, Japanese companies consider employees their most important asset - and their actions support this belief" (p. 15).

Larry Hansen (1993) refers to the "Lemming Effect" in which the small rodents follow each other, leaping to their death, into the sea. A sure method of sending a safety program to its death is to adhere to traditional programs and "follow what others have done and adopt programs "off the shelf," thus perpetuating traditional safety in the workplace" (p. 19).

There seems to be a great deal of truth to the "Top 10 Safety Truths" offered by David M. Bradford and Robert F. Ryan (1996, p. 36):

1. Accidents and injury statistics measure the aftermath of unsafe acts.
2. Most injuries result from people actions.

3. Rules and procedures may encourage safe actions,
but are only as effective as the consequences they
predict.
4. 100% compliance only achieves a "minimum
acceptable" standard of safety.
5. Observation audits only reveal deficiencies in
employee knowledge or skill.
6. Declining injury rates mean fewer people have been
reported injured.
7. For safe acts to occur more frequently, they must
be actively acknowledged and recognized.
8. Discipline temporarily stops unsafe acts from being
observed while fostering resentment and negative
attitudes.
9. People are well-trained when they have the
knowledge and skill required to work safely.
Training cannot change motivational factors
associated with day-to-day work.
10. Incentive programs often function as "giveaways"
unrelated to increased safety.

The one truth that is lacking is described by Rosa-Antonia Simon (1996, p. 28) when she states that "One's common sense and intuition say that trust and open communication are critical to a strong, positive safety culture." Without trust and

communications, no program, rule, or policy will stand the test of practical application.

RECOMMENDATIONS

It appears that the majority of Florida fire departments have embraced the concept of workplace health and safety. Most, eighty-two percent, of the fire departments surveyed have a safety plan in place. The survey did not provide any procedure for determining the method in which the safety plans are kept current and applicable to the workplace.

The results of my research indicate that there are two simultaneous actions to be taken in the preparation of a workplace health and safety program. First, contact the State of Florida Division of Safety to obtain resources, counseling, and assistance. Second, solicit the participation and support of the employees and supervisors who will be required to implement and operate by the program. Weinstein (1996) reinforces this recommendation by highlighting the fact that traditional programs fail because they are "isolated in the person of a safety professional, which allows managers and employees to abdicate

responsibility for safety. The lone professional cannot hope to identify and resolve all safety problems" (p. 18).

I also recommend that the developers of any safety program remember to establish reasonable goals and expectations of the program. Thomas R. Krause (1997) reminds us that if unrealistic goals, such as absolutely no injuries, are established, we may lose any hope of providing a credible program. On the other hand, we must be careful not to condone the occurrence of workplace injuries.

Late into this project the City of Deltona changed its workers' compensation carrier to the Florida League of Cities, Inc. I have found them to be very helpful in providing advice and resources. I strongly suggest that anyone developing a workplace health and safety program contact their workers' compensation carrier for advice and resources. A properly implemented program can make the agency eligible for a 2 percent rate reduction.

Finally, one of the most important issues addressed by F. David Pierce (1996, p. 46) is that the "workplace is dynamic and ever-changing, so should rules be." This concept must be instilled into the safety culture to prevent stagnation of the workplace safety program while the workplace changes. Every effort must be made to cause the "rules to reflect the workplace where they are used" (p. 46). It is imperative that the fire service approaches the health and safety of its workforce with the

same enthusiasm as it does the health and safety of the community
it strives to protect.

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APPENDIX A

**Executive Fire Officer Program
Department Safety Plan Survey**

I am Captain James Koczan, Training Coordinator for the Deltona Fire Department and Safety Officer for the City of Deltona. I am conducting this survey as a part of my Executive Fire Officer Program Applied Research Project. The questions are not intended to judge your agency or compare it to others.

- [] Private
1. Department: _____ [] Public
2. Phone #: _____ Size: _____ members (sworn)
3. Does your agency have a designated Safety Officer who is responsible for health and safety issues (not just incident safety)?
- [] Yes [] No
- If your answer is yes, who functions as the Safety Officer?
- [] Safety Officer [] Administrative Officer
- [] Training Officer [] Shift Officer
4. Does your agency have a Safety Committee?
- [] Yes [] No
- If so, how often does it meet?
- [] Monthly [] Bimonthly [] Quarterly
- [] Semiannually [] Annually [] Rarely
5. Do you believe your agency is in compliance with the following Florida statutes or Rules, regarding Occupational Safety and Health?
- [] Yes [] No - Chapter 442, Florida Statutes

☐ Yes ☐ No - Rule 38I-10, Workplace Safety and Health Programs

☐ Yes ☐ No - Rule 38I-74, Workplace Safety Committees

6. Who is on your agency Safety Committee?

Members of Management Rank/title/function (Captain, Training Officer)	Members of Labor Rank/title/function (Lieutenant, Engine Company Officer)

7. Does your agency have a written Safety Plan?

☐ Yes ☐ No

8. Does your agency Safety Plan address the following concerns?

☐ Yes ☐ No Management Commitment to Safety
☐ Yes ☐ No Safety Committee
☐ Yes ☐ No Safety Health and Training
☐ Yes ☐ No Safety Rules, Policy, Procedures Requirements
☐ Yes ☐ No Accident Prevention
☐ Yes ☐ No First Aid Procedures
☐ Yes ☐ No Record Keeping

9. Has your agency adopted NFPA 1500, Standard on Fire Department Occupational Safety and Health Program?

☐ Yes ☐ No

If not, does your agency use NFPA 1500 at all as a guide?

☐ Yes ☐ No

10. Are you satisfied with your agency Health and Safety Program?

☐ Yes ☐ No

Please return this survey in the enclosed envelope or fax to
Deltona Fire Department at (407) 860-7198.

Thank you for your prompt response to this survey.

APPENDIX B

**Executive Fire Officer Program
Department Safety Plan Survey**

I am Captain James Koczan, Training Coordinator for the Deltona Fire Department and Safety Officer for the City of Deltona. I am conducting this survey as a part of my Executive Fire Officer Program Applied Research Project. The questions are not intended to judge your agency or compare it to others.

- 111 Responses [2]Private
1. Department: _____ [101]Public
 2. Phone #: _____ Size: 9466 members (sworn)
 3. Does your agency have a designated Safety Officer who is responsible for health and safety issues (not just incident safety)?

[94] Yes [15] No

If your answer is yes, who functions as the Safety Officer?

[11] Safety Officer [41] Administrative Officer

[33] Training Officer [10] Shift Officer
 4. Does your agency have a Safety Committee?

[95] Yes [13] No

If so, how often does it meet?

[36] Monthly [16] Bimonthly [34] Quarterly

[7] Semiannually [0] Annually [2] Rarely

5. Do you believe your agency is in compliance with the following Florida statutes or Rules, regarding Occupational Safety and Health?

[95] Yes [9] No - Chapter 442, Florida Statutes

[92] Yes [12] No - Rule 38I-10, Workplace Safety and Health Programs

[91] Yes [13] No - Rule 38I-74, Workplace Safety Committees

6. Who is on your agency Safety Committee?

Members of Management Rank/title/function (Captain, Training Officer)	Members of Labor Rank/title/function (Lieutenant, Engine Company Officer)

7. Does your agency have a written Safety Plan?

[91] Yes [18] No

8. Does your agency Safety Plan address the following concerns?

[89]Yes	[7]No	Management Commitment to Safety
[86]Yes	[8]No	Safety Committee
[87]Yes	[8]No	Safety Health and Training
[92]Yes	[5]No	Safety Rules, Policy, Procedures Requirements
[86]Yes	[9]No	Accident Prevention
[79]Yes	[15]No	First Aid Procedures
[89]Yes	[6]No	Record Keeping

9. Has your agency adopted *NFPA 1500, Standard on Fire Department Occupational Safety and Health Program*?

[27] Yes [79] No

If not, does your agency use NFPA 1500 at all as a guide?

[83] Yes [3] No

10. Are you satisfied with your agency Health and Safety Program?

[79] Yes [30] No

Please return this survey in the enclosed envelope or fax to
Deltona Fire Department at (407) 860-7198.

Thank you for your prompt response to this survey.

APPENDIX C

Fire Departments Surveyed

Altamonte Springs Fire Department
Anna Maria Fire District
Apopka Fire Department
Atlantic Beach Fire Department
Arcadia Fire Department
Auburndale Fire Department
Bartow Fire Department
Bay County Fire Department
Bayshore Fire District
Belle Glade Fire Department
Belleair Bluffs Fire Department
Belleair Fire Department
Big Corkscrew Island Fire Rescue
Boca Grande Fire Control District
Boca Raton Fire Rescue Services
Bonita Springs Fire Control & Rescue District
Boynton Beach Fire Department
Braden River Fire District
Bradenton Fire Department
Brevard County Public Safety
Brooksville Fire Department
Broward County Fire Rescue
Bunnell Fire Department
Callaway Fire Department
Cape Canaveral Fire Department
Cape Coral Fire Department
Captiva Fire Control District
Casselberry Fire Department
Cedar Hammock Fire Control District
City of Newberry
City of Port Richey
Clay County Fire Rescue
Clearwater Fire Department
Cocoa Fire Department
Coconut Creek Public Safety
Cooper City Fire Rescue
Coral Gables Fire Department
Coral Springs Fire Department
Crescent City Fire Department
Crestview Fire Department

Cross City/Dixie County Emergency Services
Crystal River Fire Department
Dade City Fire Rescue
Dania Fire Rescue
Davenport Fire Department
Davie Fire Department
Deerfield Beach Fire Rescue
Delray Beach Fire Department
Destin Fire Control District
Dover Turkey Creek Fire Department
Dunedin Fire Department
East Hernando County Fire Department
East Lake Fire Rescue, Inc.
Edgewater Fire Rescue
Englewood Area Fire Control District
Estero Fire Rescue Services
Eustis Fire Department
Fernandina Beach Fire Department
Flagler Beach Fire Department
Fort Myers Beach Fire Control District
Fort Myers Fire Department
Fort Walton Beach Fire Department
Frostproof Fire Department
Gainesville Fire Rescue Department
Golden Gate Fire Control and Rescue District
Green Cove Springs Fire Department
Haines City Fire and Rescue
Hawthorne Fire-Rescue
Hialeah Fire Department
Hillsborough County Fire Rescue
Holly Hill Fire Rescue
Hollywood Fire Department
Immokalee Fire Control District
Indian River County Department of Emergency Services
Indian Rocks Fire District
Indiatlantic Fire Rescue
Iona McGregor Fire District
Isles of Capri Fire/Rescue
Jackson County Fire Rescue
Jacksonville Beach Fire Department
Jacksonville Fire & Rescue
Jasper Fire Department

Jefferson County Fire Rescue
Jensen Beach Fire Department
Key Biscayne Fire Rescue
Key West Fire Department
Lake Alfred Fire Department
Lake City Fire Department
Lake County Fire & Emergency Services
Lake Mary Fire Department
Lake Panasoffkee Fire Rescue
Lake Park Fire Department
Lake Whales Fire Department
Lakeland Fire Department
Lantana Fire Rescue
Largo Fire Department
Lauderdale Lakes Fire Department
Lauderhill Fire Department
Lealman Fire Rescue
Leesburg Fire Department
Lehigh Acres Fire Rescue District
Lighthouse Point Fire Rescue
Live Oak Fire Department
Longboat Key Fire Rescue
Longwood Fire Department
Madison Fire Department
Maidstone Fire Department
Maitland Fire Department
Mangonia Park Fire Department
Marathon Fire & Rescue
Marco Island Fire Department
Margate Fire Rescue
Mariana Fire Department
Marion County Fire Department
Martin County Fire Rescue
Matlacha Pine Island Fire Rescue
Melbourne Fire Department
Metro-Dade Fire Rescue
Miami Beach Fire Department
Miami Fire/Rescue Department
Miramar Fire Rescue
Mt. Dora Fire Department
Naples Police & Emergency Service
Nassau County Department of Public Safety

New Port Richey Fire & Emergency Services
North Bay Fire District
North Fort Myers Fire Department
North Lauderdale Fire Department
North Naples Fire Department
North Palm Beach Fire Rescue
North Port Fire Rescue District
North River Fire District
Northwest Hernando County Fire Department
Oakland Park Fire Rescue
Ocala Fire Department
Ochopee Fire Control District
Ocoee Fire Department
Okaloosa Island Fire District
Okeechobee City Fire Department
Okeechobee County Fire Rescue
Oldsmar Fire Department
Orange City Fire Department
Orange County Fire Rescue Division
Orlando Fire Department
Ormond Beach Fire Department
Oveido Fire Rescue
Pahokee Fire Department
Palatka Fire Department
Palm Bay Fire Department
Palm Beach Fire Rescue
Palm Beach Gardens Fire Department
Palm Beach Shores Fire Department
Palm Harbor Fire District
Panama City Beach Fire Department
Panama City Fire Department
Pasco County Emergency Services
Pembroke Pines Fire Department
Pensacola Fire Department
Perry Fire Department
Pinellas Park Fire Department
Plant City Fire Department
Plantation Fire Department
Poinciana Fire Department
Polk County Fire Department
Pompano Beach Fire Rescue
Ponce Inlet Fire Department

Ponte Verde Fire-Rescue
Port Orange Fire Rescue
Punta Gorda Fire Department
Redington Beach Fire Department
Riviera Beach Fire Department
Rockledge Fire Department
Royal Palm Beach Fire Department
San Carlos Park Fire District
Sanford Fire Department
Sanibel Fire Control District
Sarasota County Fire Department
Satellite Beach Fire Department
Seminole Fire Rescue Department
Skyline Fire/Rescue District
South Pasadena Fire Department
South Trail Fire Rescue District
South Walton Fire District
Spring Hill Fire Rescue
St. Cloud Fire Rescue Department
St. Lucie County - Fort Pierce Fire District
St. Petersburg Fire and Rescue
St. Pete Beach Fire Department
Starke Fire Department
Stuart Fire Rescue
Sunrise Fire Rescue
Tallahassee Fire Department
Tamarac Fire Department
Tampa Fire Department
Tarpon Springs Fire Department
Tavares Fire Department
Taylor County Fire Rescue
Temple Terrace Fire Department
Tice Fire and Rescue District
Titusville Fire & Emergency Services
Treasure Island Fire Department
Umatilla Fire Department
Union County Department of Emergency Services
United Fire District
Venice Fire Department
Waldo Fire/Rescue Department
West Palm Beach Fire Department
West Side Fire Department

Whitfield Fire Control District
Wilton Manors Fire Department
Winter Haven Fire Department
Winter Park Fire Department
Winter Springs Fire Department
Zephyrhills Fire Department